



NORTH CAROLINA
DEPARTMENT OF PUBLIC SAFETY
PREVENT. PROTECT. PREPARE

Correctional Custody Reclassification Study Implementation

NCDPS/Prisons

February 2016

Administrative Services Section

- ▶ The study results supported three levels of Correctional Officer where previously only one level existed (Correctional Officer, 62):
 - ▶ Correctional Officer I, Pay Grade 63 – recognized for use in minimum custody facilities
 - ▶ Correctional Officer II, Pay Grade 64 – recognized for use in medium custody facilities
 - ▶ Correctional Officer III, Pay Grade 66 – recognized for use in close custody facilities

The study results also supported maintaining the appropriate structure throughout the supervisory custody classes (Sgt., Lt., Capt.)

A subsequent study of Correctional Food Service classes also supported the three levels.

The study recommendations were approved by the State Human Resources Commission for an April 2015 effective date.



Funding Issues for Implementation

- ▶ In order to fully implement the results of this study, to include full mandatory and permissive salary increases, it was projected to cost approximately \$60 million.
- ▶ The Governor recommended a phase-in approach.
- ▶ The legislature granted \$25,542,594 (salary and benefits) to implement this reclassification study. After subtracting the benefits costs the actual amount to be distributed as salaries is \$20,790,000.
- ▶ The General Assembly appropriated \$12,771,297 in FY 15-16, and \$25,542,594 in FY 16-17.

Partial Funding Implementation Plan

Prisons management in conjunction with DPS management reviewed and considered several implementation plans. Factors management gave strong consideration to included:

- ▶ A fair and equitable distribution of funds to not only meet the need to recruit at a higher pay level, but to also recognize and reward our experienced, veteran staff.
- ▶ Improve starting pay at all custody levels throughout the system.
- ▶ Start the process of developing a non-supervisory career path for Correctional Officers.
- ▶ Last, but not least, based on availability of funds.



Implementation

Effective January 1, 2016 the reclassifications were implemented in the following manner:

- ▶ All affected positions and employees in minimum custody and medium custody facilities were allocated to the classes recognized in the study for minimum custody (Level I) and provided a 4% salary adjustment.
- ▶ All affected positions and employees in close custody facilities were moved to the classes recognized for medium custody (Level II) and provided an 8% salary adjustment.
- ▶ Employees with active discipline did not receive a salary adjustment, but will automatically receive the appropriate adjustment effective the 1st of the month the discipline becomes inactive.
- ▶ Facilities with multiple custody levels were separated for the purposes of this implementation such that positions were classified based on the custody level to which they are assigned to supervise.

Implementation

- ▶ It is felt this phased in implementation approach is consistent with the spirit and intent of the study findings, in that it recognizes the changes in these jobs throughout the system, but also begins to differentiate the complexities associated with managing inmates at our most difficult, complex and dangerous facilities.

Pay Implications

- ▶ These changes permit the Division to enhance recruitment at all levels of custody throughout the system. The starting pay for Correctional Officers in Minimum and Medium custody facilities has increased by approximately 3.5%, while the starting pay for C.O.s in Close custody facilities has increased by approximately 7%.

Next Steps

- Reallocate all affected positions and employees assigned to medium custody. This would entail moving 5,521 positions and employees up by one pay grade from Correctional Officer I (63) to Correctional Officer II (64).
- Reallocate all affected positions and employees assigned to close custody. This would entail moving 3,526 positions and employees up by two pay grades from Correctional Officer II (64) to Correctional Officer III (66).